



[2013]

FAIR LABOR ASSOCIATION INDEPENDENT EXTERNAL MONITORING AGRICULTURAL REPORT

COMPANY: Syngenta India

COUNTRY: India

PROVINCE: Karnataka

MONITOR: FLA

AUDIT DATE: 20-23 February 2014

PRODUCTS: Sunflower

NUMBER OF GROWERS/WORKERS: 15/15

NUMBER OF GROWERS/WORKERS INTERVIEWED: 15/15

NUMBER OF FARMS VISITED: 5

TOTAL AREA COVERED IN AUDIT: 28 Acre

PROCESSES: Cross-pollination

To view more about the FLA's work with Syngenta, please visit the FLA website [here](http://www.fairlaborassociation.org).

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Code Awareness:

GEN 2 Ensure that all Company growers as well as Seed Organizers inform their workers about the workplace standards orally and through the posting of standards in a prominent place (in the local languages spoken by workers) and undertake other efforts to educate workers about the standards on a regular basis.

Noncompliance

Explanation: The company has made an effort to educate growers and workers on the Code of Conduct (CoC) during pre-season meetings conducted in 17 villages (out of the 295 villages involved in Syngenta sunflower and corn seed production in this region). However, not all of workers and all growers attended these meetings, and only 6% of the villages have been covered. The standards were posted in prominent places (wall paintings to communicate about the CoC) in one village. We can therefore conclude that an extremely limited number of growers and workers have awareness about workplace standards.

Source: Grower / Worker /Management interviews, farm visits, Records Review

Plan Of Action: Syngenta has trained its implementation team working in sunflower seed farms. The below action points will be Standard Operating Procedure for Syngenta sunflower production, and will be followed stringently every year. This has already been in the implementing teams KPIs.

- Syngenta will organize awareness campaigns for the growers and workers about all code elements in each village before and during the season. Syngenta will ask growers to bring their permanent workers to attend the training as well. Usually, growers have a least one permanent worker who manages all seed production tasks in the plot in the absence of the grower. Permanent workers are the ones supervising and providing training to seasonal workers so it is key for them to attend the awareness raising sessions.
- Syngenta will maintain the documentation of such campaigns at the IMS center.

Deadline Date: November 2014 to March 2015

Action Taken:

Plan Complete:

Plan Complete Date:

Code Awareness

Other (Company Internal Grievance Policy and Procedures)

Noncompliance

Explanation: The growers and workers do not have awareness of the Company's grievance policy and procedure.

Source: Grower/Worker interviews, record review

Plan Of Action: Syngenta has trained its implementation team in this regard. The below action points will be the Standard Operating Procedure for Syngenta sunflower production and will be followed stringently every year. Every year, growers and workers will be educated on this parameter. The company had already started creating awareness among the growers and workers. Telephone numbers for addressing grievances have been included on 25 wall paintings that Syngenta has done in the sunflower production villages.

Syngenta will educate the growers about the hotline numbers they can use for raising grievances during the pre-season meetings.

Syngenta will educate the workers at the farm level through trainings about grievance procedure and overall CoC.

Syngenta will educate the workers about the grievance procedure through wall paintings and pamphlets.

Syngenta will explore the possibility of collecting growers' and workers' mobile phone numbers and create awareness through SMS alerts.

Deadline Date: November 2014 to March 2015

Action Taken:

Plan Complete:

Plan Complete Date:

Child Labor: Proof of Age Documentation

CL.3 Company will assist the grower in maintaining proof of age documentation for all young workers in the farm and is recommended to maintain proof of age documentation for all workers in the farm, including long term and casual workers

Noncompliance

Explanation: The growers do not maintain any proof of age verification documents to screen the age of workers. Neither the company nor the seed organizers have educated them on these aspects.

Source: Grower/Worker interviews, record review

Plan Of Action: Syngenta has trained its program implementation team on the importance of maintaining proof of age documents. The below action points will be the Standard Operating Procedure for Syngenta Sunflower Production, and will be followed stringently every year.

The company has started creating awareness among the growers and workers about the COC, including the importance of maintaining documentation for age verification. All the growers and workers have documents like election cards, Adhar cards, etc.

- Syngenta will educate the growers about maintaining all of the relevant records at the farm, including age verification documents.
- During the internal monitoring process, Syngenta will check the proof of age documentation for all workers with the growers.

Deadline Date: November 2014 to March 2015

Action Taken:

Plan Complete:

Plan Complete Date:

Non-Discrimination: Sex-Based Wage Discrimination

D.3 There shall be no differences in remuneration for men and women workers for work of equal value. Remuneration (wages, compensation) includes the basic minimum or prevailing industry wage and any additional payments to be made directly or indirectly, whether in cash or in kind, by the grower to the worker and arising out of the workers' employment. Such additional payments include wage differentials or increments based on seniority or marital status, cost of living allowances, housing or residential allowances, family allowances, benefits in-kind such as the allotment and cleaning of work clothes or provision of fire wood, spices, raw material for food, equipment, and other benefits.

Noncompliance

Explanation: There is gender based wage discrimination in the visited farms. Women workers receive below the minimum wages for all operations, except for harvesting of sunflower and cross-pollination. Men workers generally receive above the minimum wage for all operations.

In addition to this, there is also wage discrimination between workers coming from the local village and those coming from nearby villages involved in cross-pollination activity. Workers hired from nearby villages for cross-pollination are paid INR 200 per day, whereas workers from the same village are paid INR 150, which is below the minimum wage of INR 172.97 for Karnataka state.

Source: Worker interviews and grower interviews

The Equal Remuneration Act 1976, The Minimum Wages Act 1948

Plan Of Action: An assessment of the situation would be done with male and female workers and with all workers involved in cross-pollination, and findings would be used to arrive at a remediation plan.

Deadline Date: November 2014 to March 2015

Action Taken:

Plan Complete:

Plan Complete Date:

Health and Safety: Health and Safety Management System

H&S.4 The health and safety policy shall contain the framework for a comprehensive health and safety management system within which growers' responsibilities and workers' rights and duties, various responsibilities of designated personnel, procedures that enable workers to raise health and safety concerns, and procedures for reporting death, injury, illness, and other health and safety issues (for instance, near-miss accidents) are clear and regularly tested and reviewed.

Noncompliance

Explanation:

The company's health and safety policy does not clearly specify comprehensive health and safety management systems that should be applied at farm level.

Source: Management interview, record review

Plan Of Action:

Syngenta will provide growers with a health and safety manual containing policies and procedures to be followed at farms, and will educate them on using the manual.

Syngenta will educate the seed organizers on the form for reporting death, illness and other health incidents/accidents. Additionally Syngenta will educate individuals at the grower/farm level on using this data to improve safety.

Syngenta will use different IEC (information, education, communication) materials to educate the target group.

Deadline Date:

November 2014 to March 2015

Action Taken:

Plan Complete:

Plan Complete Date:

Health and Safety: Communication to Workers

H&S.5 The health and safety policy shall be communicated to all workers in the local language or language(s) spoken by workers if different from the local language.

Noncompliance

Explanation: The company has provided training to workers in 15 villages. However, workers interviewed during the IEM visit had not received any communication regarding the company's health and safety policy.

Source: Grower/worker interviews, record review

Plan Of Action: Syngenta will ensure that workers are sensitized about these issues every season. The company will create awareness about health and safety policy during first aid and chemical management trainings organized in the villages for clusters of farms, in a phased manner. The company will cover at least the permanent workers employed in Syngenta contracted farms, who will in turn be able to train the seasonal workers on the farms.

- Syngenta has developed communication materials on health and safety that will be distributed among the workers during the season.
- The company will increase the number of wall paintings to reach the majority of the worker communities.
- Syngenta will maintain the documentation of such campaigns at the IMS center.

Deadline Date: November 2014 to March 2015

Action Taken:

Plan Complete:

Plan Complete Date:

Health and Safety: Personal Protective Equipment

H&S.7 All necessary personal protective equipment (PPE), such as gloves, eye protection, respiratory protection, etc., should be made available to relevant workers to prevent unsafe exposure (such as inhalation or contact with solvent vapors, dust, etc.) to health and safety hazards.

Noncompliance

Explanation: The company has distributed personal protective equipment (PPE) to 50 growers/workers involved in handling of chemicals. However, not all of the growers interviewed received PPE, and none of the workers interviewed during the IEM visit received PPE.

Source: Grower/worker/management interviews

Plan Of Action:

- Syngenta will organize safe chemical handling trainings for growers in a phased manner (in four phases covering the 295 villages, providing training to clusters of 25 farms);
- Syngenta will train permanent workers employed in the Syngenta contracted farms in a phased manner. Syngenta will motivate the workers to use PPE, and demonstrate to workers the ill effects of not using PPE.
- Syngenta will work on finding appropriate PPE suitable for the climatic conditions. The company has planned to provide PPE for chemical spraying on a pilot basis (to approx. 15% of the growers), and depending on the feasibility, this will be extended to the entire area in a phased manner.

Deadline Date: November 2014 to March 2015

Action Taken:

Plan Complete:

Plan Complete Date:

Health and Safety: Chemical Management and Training

H&S.8 All chemicals and hazardous substances, farm produce, and raw materials should be properly labeled and stored. The grower shall not use any banned (either by national or international laws) pesticides fertilizers, or any other agro chemicals in the farm. The grower shall ensure safe disposal of waste chemicals or empty containers of chemicals or packing materials. The grower/organizer/company will provide the necessary training to the worker with regard to handling of agro chemicals (pesticides, fertilizers, and other hazardous substances), their application and the use of personal protective equipment.

Noncompliance

Explanation: The company has provided training to workers in 15 villages. However, workers interviewed during the IEM visit had not attended this training, and were not aware of safe handling of chemicals.

Source: Grower/worker/management interviews, record review

Plan Of Action:

- Syngenta will organize safe chemical handling trainings for workers. The company will cover permanent workers employed in Syngenta contracted farms in phased manner. The permanent workers will then be able to train the seasonal workers on the seed plots.
- Syngenta has developed communication material on health and safety that will be distributed among the growers and workers during the season.
- The company will increase the number of wall paintings, so that they reach majority of the worker communities;
- Syngenta will maintain the documentation of such campaigns at the IMS center.

Deadline Date: November 2014 to March 2015

Action Taken:

Plan Complete:

Plan Complete Date:

Wages, Benefits and Overtime Compensation: Minimum Wage

WBOT.2 Growers shall pay workers, the legal minimum wage or the prevailing regional wage, whichever is higher.

Noncompliance

Explanation: Not all workers receive the minimum daily wage for all activities performed on the contracted farms. The minimum daily wage rates for agricultural operations prescribed by the Karnataka government, is INR 172.97 for all agricultural operations. However, women workers receive below the minimum wages for all operations, except for harvesting of sunflower and cross-pollination. Harvesting is done on a contract basis. Payment is made per acre; hence women workers may receive INR 250- 300 per day depending on the acreage covered. Workers hired from nearby villages for cross-pollination are paid INR 200 per day, whereas workers from the same village are paid INR 150, which is below the minimum wage. Generally, male workers receive above the minimum wages for all operations.

Source: Grower/worker interviews

Minimum Wage Act 1948

Plan Of Action: Syngenta conducts internal monitoring of the seed production, and systematically collects wage data. This data is then analyzed and reveals that the wage rate trend is increasing, and in most of the cases, the workers are paid more than the legal wages prescribed by the local government.

However, new growers are not fully aware of the workplace standard requirements of Syngenta. The company has started creating awareness among the implementation team and key growers. The company will cover the growers and workers under this campaign in a phased manner.

- Syngenta will educate the growers and workers about the legal wage rates in the area.
- Syngenta will encourage the growers to pay the workers per the local law, and will monitor and record the wages paid by the growers to the workers.
- As this is a very sensitive issue, Syngenta will present it at a stakeholders' forum to discuss and decide the best strategy to remediate this in a sustainable manner.

Deadline Date: November 2014 to March 2015

Action Taken:

Plan Complete:

Plan Complete Date:

Wages, Benefits and Overtime Compensation: Worker Wage Awareness

WBOT.6 Grower/Organizer/Company will make an effort to educate workers so that the terms of employment, wages, benefits and deductions shall be clearly understood and acceptable by the worker.

Noncompliance

Explanation: None of the workers interviewed were aware of their legally entitled wages and benefits.

Source: Worker interviews

Plan Of Action: The company has started creating awareness among the workers and the new growers regarding the legal wages and benefits. The company will cover the growers and workers under this campaigns in a phased manner

- Syngenta will educate the growers and workers about the legal wage rates in the area.
- Syngenta will also encourage the growers to pay the workers as per the local law.
- As this is a very sensitive issue Syngenta will consult with a stakeholders forum to discuss and decide the strategy to remediate this noncompliance.

Deadline Date: November 2014 to March 2015

Action Taken:

Plan Complete:

Plan Complete Date:

Wages, Benefits and Overtime Compensation: Record Maintenance

WBOT.7 Company shall make efforts to educate and assist the growers in maintaining records of wages provided to the worker in cash or in-kind or both, and such records shall be acknowledge by the worker.

Noncompliance

Explanation: The growers do not maintain hours of work and wage records.

Source: Grower/worker interviews, observation

Plan Of Action: Many growers are new to this program and are not fully aware of the workplace standards requirements of Syngenta. Syngenta has started creating awareness among the growers and workers through pre- and mid-season campaigns. Syngenta has trained the implementation team in this regard. The below action points will be the Standard Operating Procedure for Syngenta Sunflower Production and will be followed stringently every year. Every year growers and workers will be educated on this parameter.

- Syngenta has prepared a documentation kit that will be distributed to the growers. Growers will be educated on maintaining attendance records for the workers. These records will be maintained at the farm level.
- The records will cover information about the code, attendance register, wage rates, working time, birth records, training records, etc.

Deadline Date: November 2014 to March 2015

Action Taken:

Plan Complete:

Plan Complete Date: